

## MMF Trustees

### Code of Conduct

#### Purpose

MMF is guided by its skilled and diverse board of Trustees and Patrons, who uphold the highest standards of propriety and act in the best interests of the organisation. This Code of Conduct outlines the expectations of these roles and has been created with consideration to the Nolan Principles of Public Life.

#### Our Values

Trustees embody the Foundation's values in their interactions with all stakeholders:

- **Commitment** - We always aim for better. We encourage, challenge and support each other.
- **Courage** - We will be brave, persevere and take risks together.
- **Joy** - Music is for life - Music is life. Happiness should permeate everything we do.

#### Equity, Diversity & Inclusion

Trustees' behaviour and attitudes support the Foundation's aim to be '*an inclusive cultural organisation, not just in what we say but also in what we do*'. They act to uphold and promote the Foundation's Equity, Diversity & Inclusion Policy.

#### Safeguarding

Trustees uphold the Foundation's Safeguarding Policy and are responsible for ensuring that it is applied consistently across all the Foundation's work.

#### Duties and Responsibilities

Trustees discharge their statutory duties and other responsibilities with due care and consideration, in line with the Trustee Job Description.

#### No Personal Benefit

Trustees do not benefit from their position beyond what is allowed by the law and what is in the interests of MMF. Trustees take decisions solely in terms of the Foundation's best interests and not for personal benefit.

## Nolan Principles

Trustees have considered the Seven Principles of Public Life (The Nolan Principles) and apply these to their role as outlined below.

- **Leadership:** Trustees 'lead by example' in their behaviours and ensure clear and appropriate delegation of responsibilities to the CEO.
- **Openness and Accountability:** Trustees are open, responsible and accountable to each other, members of staff and other stakeholders about their decisions.
- **Honesty & Integrity:** Trustees use their knowledge, expertise and experience to take the best decisions they can in the interests of the Foundation and should consider taking professional advice on any matter of significance where they do not have expertise themselves. Trustees declare any private interests relating to their duties and are equally responsible for all decisions of the board.
- **Objectivity & Selflessness:** Trustees act in the best interests of the Foundation, ensuring the charity continues to serve the public benefit. Decisions are made on merit and evidence alone.

***Updated: March 2025***